

# PAYLINES

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## CIVILIAN PERSONNEL MANAGEMENT SERVICE WAGE AND SALARY DIVISION – NAF PAY SYSTEMS BRANCH

### FY 2003 WAGE SCHEDULES – DELAY EXPECTED

The Department of Defense anticipates a delay in the implementation of Fiscal Year (FY) 2003 federal pay legislation, which will delay the issuance of the Crafts and Trades (CT), Administrative Support (AS), and Patron Services (PS) wage schedules for wage areas with effective dates early in FY 2003. Last year, under similar circumstances, schedules with effective dates in October through December were issued December 31, 2001, due to the delay in finalizing the FY 2002 pay directives.

**Please note that the effective date is not changed when the issuance of schedules is delayed. All pay changes must be implemented retroactively to the effective date shown on the bottom of the schedules.**

As in past years, it is probable that the FY 2003 pay legislation will include a pay increase limitation, often

referred to as a “pay cap”, which will apply to the CT, AS, and PS schedules. The pay limitation (e.g., 4.8% for FY 2002) is a “ceiling” or maximum beyond which pay schedule rates cannot increase. It is not an across-the-board pay increase. The annual locality survey results determine the actual pay schedule rate changes, up to the maximum allowed.

The specific limitation amount for FY 2003 will be determined by pending Congressional legislation and can be resolved only after General Schedule (GS) adjustments have been determined by the Federal Pay Council. The general and locality increases for GS employees, projected to be around 4%, will provide the ingredients for calculating the limitation for the hourly schedules. Thus, we cannot finalize and release the schedules until the limitation percentage is officially determined, and subsequent authorization to issue FY 2003 schedules is provided by the Office of Personnel Management.

We regret the delay, and will make every effort to furnish the schedules to you as quickly as possible, by mail, and via our website:

[www.cpms.osd.mil](http://www.cpms.osd.mil)

### **NPS SCHEDULES**

***NAF Pay System (NPS) schedules, commonly referred to as the Payband schedules, will continue to be issued on time in accordance with each wage area effective date.***

### **STATE MINIMUM WAGE**

Pending changes effective January 1, 2003:

Alaska	\$5.65 to \$7.15
Hawaii	\$5.75 to \$6.25
Maine	\$5.75 to \$6.25

Affected wage areas should expect adjusted schedules prior to January 1, 2003. Please call us at (703) 696-1777 to advise us of any changes being considered in your state or locality.